

# **California Mental Health Stigma & Discrimination Reduction Advisory Committee**

## **Charge & Work Plan**

### **OVERVIEW**

In Spring 2007, the MHSOAC convened an Advisory Committee of stakeholders to develop recommendations for reducing stigma and discrimination against people with mental illness. In June 2007, the committee provided a report that recommends developing a comprehensive ten-year strategic plan to guide MHSA activities that reduce stigma and discrimination. In May 2008, the MHSOAC voted for DMH to reconvene and expand the original committee and develop a strategic plan on reducing mental health stigma and discrimination. DMH is modeling this effort after the success of its Suicide Prevention Plan Advisory Committee, which recently issued the groundbreaking “California Strategic Plan on Suicide Prevention.”

The Committee will convene six full day meetings from November 2008 through March 2009 to discuss the components of the plan, recommend plan priorities, and provide data and resources to strengthen the plan. The Committee also will facilitate communication between local constituency groups and the statewide planning process by sharing information among these networks.

### **COMMITTEE GOAL**

The Committee’s goal is to advise the California Department of Mental Health (DMH) and the Mental Health Services Oversight & Accountability Commission (MHSOAC) in the development of the statewide *California Strategic Plan on Reducing Mental Health Stigma & Discrimination*.

### **TASKS**

**The California Mental Health Stigma & Discrimination Reduction Advisory Committee will do all of the following tasks:**

- Deliberate the broad issues to be considered in establishing priorities for statewide stigma and discrimination reduction efforts
- Identify stigma and discrimination reduction needs and resources at the state and local levels
- Develop a knowledge base that will inform recommendations for stigma and discrimination reduction
- Act as ambassadors between local communities and the statewide planning process to facilitate information sharing and participation in the development of the plan
- Recommend policy and program priorities for the *California Strategic Plan on Reducing Mental Health Stigma and Discrimination*.

**The Department of Mental Health will do all of the following tasks:**

- Coordinate the planning process
- Provide background materials and context to inform the planning process

- Organize information sharing and education among Committee members and other stigma and discrimination experts
- Provide a facilitator, note taker and plan writer at each Committee meeting
- Conduct outreach and convene two (2) stakeholder meetings (one in Northern CA, one in Southern CA) to gain additional input from local communities and other stakeholders on the *California Strategic Plan on Reducing Mental Health Stigma and Discrimination*.
- Consider Committee recommendations in the development of the *California Strategic Plan on Reducing Mental Health Stigma and Discrimination*.

## DECISION MAKING PROCESS

### Guidelines for Decision-Making

1. The California Mental Health Stigma & Discrimination Reduction Advisory Committee should strive to provide unanimous support (consensus) for each of its recommendations.
2. The definition of consensus spans the range from strong support to neutrality, to abstention, to “I can live with it.”
3. If the Advisory Committee can not reach consensus on a particular item, DMH requests that the Advisory Committee provide multiple options for its consideration.

## MEETING SCHEDULE

Meeting #1	<b>Wednesday, November 12, 2008, 10 AM to 4 PM</b> Sacramento State Alumni Center, Sacramento, CA
Meeting #2	<b>Tuesday, December 2, 2008, 10 AM to 4 PM</b> Sacramento State Alumni Center, Sacramento, CA
Meeting #3	<b>Wednesday, December 17, 2008, 10 AM to 4 PM</b> Sacramento State Alumni Center, Sacramento, CA
Meeting #4	<b>Wednesday, January 14, 2009, 10 AM to 4 PM</b> Sacramento State Alumni Center, Sacramento, CA
Meeting #5	<b>Tuesday, February 3, 2009, 10 AM to 4 PM</b> Sacramento State Alumni Center, Sacramento, CA
	Public Workshops :February 9-20 (exact dates to be determined)
Meeting #6	<b>Tuesday, March 3, 2009, 10 AM to 4 PM</b> Sacramento State Student Union Ballroom #3, Sacramento, CA

## *California Strategic Plan on Reducing Mental Health Stigma & Discrimination*

### **Workplan Development Timetable**

#	Meeting Dates	Time	Focus	Major Tasks
1	November 12, 2008	10-4	<i>Context, Education, Organization</i>	<ol style="list-style-type: none"> <li>1. Begin developing shared knowledge and understanding about stigma and discrimination, including strategies for reducing these challenges</li> <li>2. Review roles of DMH &amp; OAC</li> <li>3. Review organization of Committee's work: roles, scope, charge and workplan, and decision guidelines</li> </ol>
2	December 2, 2008	10-4	<i>Continued Education, Problems &amp; Challenges, Plan Outline, Visioning</i>	<ol style="list-style-type: none"> <li>1. Continue establishing shared knowledge and understanding about stigma and discrimination, including strategies for reducing these challenges; Review / discuss research summary prepared by DMH</li> <li>2. Discuss organization and draft outline for plan Review Suicide Prevention Plan. Define planning terms. (e.g. "strategic direction, etc.)</li> <li>3. Refine problem and challenge information on stigma and discrimination</li> <li>4. Create vision for the strategic plan</li> </ol>
3	December 17, 2008	10-4	<i>Continued Education, Survey Review, Initial Priority Areas &amp; Strategies, Initial Strategic Directions</i>	<ol style="list-style-type: none"> <li>1. Presentation and discussion of social marketing</li> <li>2. Affirm vision and draft outline for plan</li> <li>3. Review and discuss Committee Survey on suggested priority areas, strategies, actions, successful programs, and new research</li> <li>4. Detailed discussions on priority areas and strategies that work</li> <li>5. Initial identification of overarching Strategic Directions for plan</li> </ol>
4	January 14, 2009	10-4	<i>Refinement of Strategic Directions &amp; Strategies, Initial Recommended Actions</i>	<ol style="list-style-type: none"> <li>1. Continue establishing shared knowledge and understanding about stigma and discrimination, if new information becomes available</li> <li>2. Refine overarching Strategic Directions for Plan</li> <li>3. Refine Strategies that work</li> <li>4. Initial discussion of Recommended Actions per Strategic Direction</li> <li>5. Prepare for Public Workshops</li> </ol>

### Workplan Development Timetable Continued

#	Meeting Dates	Time	Focus	Major Tasks
-	Feb 2009			Public Workshops – North and South <ul style="list-style-type: none"><li>February 9-20 (exact dates to be determined)</li></ul>
5.	February 3, 2009	10-4	<i>Review of Public Workshop Findings and Strategic Directions, Complete Recommended Actions</i>	<ol style="list-style-type: none"><li>1. Review feedback from Public Workshops</li><li>2. Review and discuss Strategic Directions and overall strategies in light of Public Workshop</li><li>3. Define Recommended Actions for each strategic direction</li></ol>
6.	March 3, 2009	10-4	<i>Draft Strategic Plan</i>	<ol style="list-style-type: none"><li>1. Review and revise Draft Plan</li><li>2. Provide Committee recommendation on Final Draft Plan</li></ol>

**California Mental Health  
Stigma & Discrimination Reduction Advisory Committee**

**Ground Rules**

**SUCCESS:** Everyone is responsible for the success of the meeting and completion of the plan and supports the facilitator(s) doing their job.

**VALUE:** All ideas and points of view have value. Participants' job is to fully *understand* what the other person is saying, *not necessarily agree* with them.

**COURTESY:** Use common conversational courtesy: Listen respectfully; refrain from interrupting or having side conversations.

**DIALOGUE:** Share the air space so that everyone has an opportunity to contribute to the conversation.

**HONOR TIME:** Stay on subject; be concise.

**FOLLOW UP:** Complete assigned tasks in between meetings – or communicate if you are unable.

**HUMOR:** Humor is welcome, but never at someone else's expense.

**SILENCE IS GOLDEN:** Silence electronics, especially cell phones.